

ANNUAL GAD PLAN AND BUDGET 2026

HRMD Section

Gender Issue or GAD Mandate	GAD Objective	Relevant LGU Program or Project	GAD Activity	Performance Indicator and Target	GAD Budget			Lead or Responsible Office
					MOOE/SPA	PS	CO	
There shall be no discrimination in the recruitment, selection and placement of job applicants on account of gender, civil status, disability, religion, ethnicity or political affiliation. (EO 15, 2017)	Provide equal opportunity for men and women in job application	HR Talent Acquisition and Transition Program <i>(Recruitment, Selection & Placement, and Retirement)</i>	Facilitate RSP activities (posting, examination, interview, BI, induction)	100% of PSB deliberation & meetings facilitated & conducted upon instruction of the LCE (Confidentiality) Agreement signed by applicants	250,000.00			PHRMDO
	Recognize retirees for their invaluable contribution and dedicated service to the organization			100 % of male and female attended the Induction and Orientation Program for newly hired employees conducted before end of 4th quarter				
			Conduct of Retirement Forum, and Retirees Recognition Program	100% of male and female retireable employees attended the Retirees Forum 100% of identified PGG retirees (# of male and female) within the year recognized every December				

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Many offices do not incorporate GAD functions in their DPCR (Department Performance Commitment Review Form); not all PGG employees (men and women) incorporate GAD functions in their IPCRF	To mainstream GAD-related functions and accomplishments in DPCR & IPCR	HR Performance Excellence and Rewards & Recognition Program (<i>Performance Management, Rewards & Recognition, Retention Program</i>)	Conduct of orientation-workshop and meetings related on PMS to Department Heads and staff	100% of male and female attended orientation-workshop and meetings on performance management program; all GFP members with GAD targets in their IPCR	400,000.00			PHRMDO
				100% of male and female attended orientation and meetings related on Performance management program				
			Conduct of PGG Awards and Honors (PAHO) ceremony	100% PGG employees (# of male and female awardee) identified & awarded every December during PGG Awards and Honors (PAHO) ceremony				
Low awareness on Gender Sensitivity among PGG personnel	To improve competencies of personnel through capacity development activities/trainings		Enhanced core competencies with gender perspective; conduct of trainings and seminars with GAD mainstreaming	100% of PGG participants (# of male and female) attended L&D activities as scheduled				

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Not all of the top management of PGG (men and women) undergone GAD Orientation/ GST / Gender Analysis (GA)Tool familiarization or application/ GAD deepening session	To provide opportunity to PGG employees (men and women) undergone GAD/ GST / Gender Analysis (GA)Tool familiarization or application/ GAD deepening session	Learning and Development Program (<i>Training, Professional Development and Scholarship</i>)	Conduct TNA and provide GAD-related trainings for top management	100% of newly -hired PGG Personnel (# of male and female) with enhanced core competencies and adoptive to the new emerged governance milieu 100 % of existing technical & Managerial PGG personnel (# of male and female) possessed functional/technical and managerial competencies	600,000.00			PHRMDO
Women's Right to Health. – (a) Comprehensive Health Services. – The State shall, at all times, provide for a comprehensive, culture sensitive, and gender-responsive health services and programs covering all stages of a woman's life cycle and which addresses the major causes of women's mortality and morbidity (RA 9710, sec.13)	Promote employees health and wellness	Health and Wellness Program	Conduct of Annual Physical Examination (APE) Conduct of Health & Wellness Forum	100% of PGG employees (# of male & female) availed of Annual Medical and Laboratory Examination before 100% of identified male and female employees attended Health and Wellness sessions	1,000,000.00			PHRMDO

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Lack of technical understanding and appreciation of the benefit and potential of HRMIS among PGG employees	To improve workforce productivity and increase efficiency in HRM through the use of technology (automation of HR systems and processes)	Integrated HR Information System and Employee Support Services Program (<i>HRMIS, Payroll, Grievance Machinery, and other HR Support Services</i>)	Procurement of IT Equipment & Network Infrastructure (hardware & software)	Upgraded HRMIS by 2026	1,100,000.00			PHRMDO
			User's Training for technical/HRMIS focal persons (ICT, HR personnel, Admin-HR Focal Person)	100% of targetted participants with male & female composition capacitated				
				100% of male and female employees data generated				
			Conduct of meetings participated, facilitated and reports submitted	100% meeting/s on Grievance conducted				
			Capacity Development/Orientation training for Grievance Committee members	100% of committee members attended the training on Grievance Machinery				
Lack of awareness on handling grievances and dispute settlement among the Grievance Committee members including the men and women employees of the PGG	To create awareness on handling grievances and dispute settlements; establish a healthy working environment to improve morale, motivation and overall productivity of both men and women employees of the PGG							

*RA 9710- An Act Providing for the Magna Carta of Women

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*Executive Order No. 15, Se. 2017: Adoption of National Policies on Gender and Development in Recruitment, Selection & Placement, Performance Management System, Learning & Development and Rewards and Recognition

**RA 9710, Sec. 16: Equal Access and Elimination of Discrimination in Education, Scholarships, and Training